

UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF FLORIDA
FORT MYERS DIVISION

CORINNE KOPKE, an individual

Plaintiff,

v.

Case No.: 2:19-cv-637-FtM-38NPM

AE NIKKI CORPORATION and
NIKKI YOUNG,

Defendants.

ORDER¹

Before the Court is United States Magistrate Judge Nicholas P. Mizell's Report and Recommendation ("R&R"). ([Doc. 21](#)). Judge Mizell recommends granting the parties' Joint Motion for Approval of Settlement ([Doc. 20](#)) and approving their Settlement Agreement and Release ([Doc. 20-1](#)) "as a fair and reasonable resolution of a bona fide dispute of the parties' FLSA issues." ([Doc. 21 at 4](#)) (internal quotation marks omitted). Neither party timely objected, so the matter is ripe.

A district judge "may accept, reject, or modify, in whole or in part, the findings or recommendations made by the magistrate judge." [28 U.S.C. § 636\(b\)\(1\)](#); *see also Williams v. Wainwright*, 681 F.2d 732, 732 (11th Cir. 1982). Without a specific objection, the judge need not review factual findings de novo. [28 U.S.C. § 636\(b\)\(1\)](#); *see also Garvey v. Vaughn*, 993 F.2d 776, 779 n.9 (11th Cir. 1993). But the district court reviews

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legal conclusions de novo, even without an objection. *Cooper-Houston v. S. Ry.*, 37 F.3d 603, 604 (11th Cir. 1994).

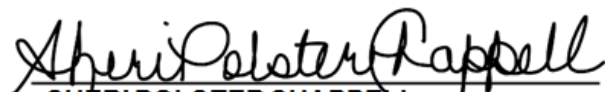
After a careful, complete, and independent examination of the file, the Court accepts and adopts Judge Mizell's R&R in full.

Accordingly, it is now

ORDERED:

1. The Report and Recommendation ([Doc. 21](#)) is **ACCEPTED and ADOPTED** and the findings incorporated herein.
 - a. The parties' Joint Motion for Approval of Settlement ([Doc. 20](#)) is **GRANTED**.
 - b. The Settlement Agreement and Release ([Doc. 20-1](#)) is **APPROVED** as a "fair and reasonable resolution of a bona fide dispute" of the parties' FLSA issues.
2. This case is **DISMISSED with prejudice**.
3. The Clerk is **DIRECTED** to enter judgment, terminate any pending motions or deadlines, and close the file.

DONE and **ORDERED** in Fort Myers, Florida this 30th day of April, 2020.


SHERI POLSTER CHAPPELL
UNITED STATES DISTRICT JUDGE

Copies: All Parties of Record